

GOVERNMENT OF BIHAR  
LABOUR DEPARTMENT

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# THE PROBLEM OF GO-SLOW

1959



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## FOREWORD.

Complaints were made to the Government of Bihar that go-slow tactics were being adopted by workers from time to time particularly at the establishments where the employer-employee relationship was strained for one reason or the other. In one case of the sugar factory at Motipur, a Court of Enquiry was set up by the State Government in 1950 to go into the question of the go-slow alleged to have been adopted by the workers. It was recommended by the Court of Enquiry that pending the enactment of the Labour Relations Bill in which provisions were made for dealing with the problem of go-slow, the State Government should take measures for prevention of such tactics in consultation with the representatives of the employers and employees.

2. In view of the serious situation prevailing at the time a draft Bill was prepared and placed before the State Labour Standing Committee in March, 1951, which recommended that a suitable amendment should be made in the definition of strike as given in the Industrial Disputes Act, 1947, so as to include the go-slow in the definition of the term 'strike'. As the Government of India were thinking of having a common policy for all the States and were considering their Labour Relations Bill, the State Government had to drop the idea of enacting a suitable legislation for dealing with the problem of go-slow.

3. In pursuance of the recommendations of the Court of Enquiry and the demand on behalf of the industries, particularly the sugar industry, which was vulnerable to go-slow tactics, the matter was placed before the Bihar Central Labour Advisory Board at its meetings held in September, 1950 and April, 1951. The Board appointed a Committee consisting of equal number of representatives of both the industry and the labour with the Labour Commissioner as its Chairman to go into the question and present its report.

The Committee presented its report with unanimous recommendations which were considered at a meeting of the Board held in September, 1951. The report was discussed and after some modification was unanimously accepted by the Board. Those recommendations of the Board were accepted by the State Government, and commended to the employers and employees to give their unqualified support.

4. In April, 1953, the said Board recommended to the State Government to appoint another Committee to review the scheme for dealing with go-slow and to recommend to this Government if the existing scheme and procedure needed any change. The report of this Committee was placed before the Board at its meeting held in October, 1954, and the recommendations made by the Committee were accepted by the Board and it was decided by the Board that the modified scheme for dealing with go-slow should be put in operation for a period of two years. Accordingly, the modified scheme was accepted by the State Government and commended to the employers and the employees.

5. In April, 1957, the Board recommended to the State Government to constitute a Seven-man Sub-Committee to report on the question as to whether the existing procedure on "go-slow" be retained or not or modified. The Government of Bihar in their Resolution no. III/D1-12/31/57-L-11539, dated the 22nd June, 1957, appointed a Seven-man Committee to go into the whole problem of "go-slow" in all its aspects and submit its report within six months. Unfortunately, the workers' and employers' representatives in the committee were sharply divided in their views, and so the committee could not make any definite recommendation. The employers' representatives wanted a complete scrapping of the go-slow procedure whereas workers' representatives insisted on the continuance of the scheme subject to necessary modifications in view of the successful and fruitful results of the working of the scheme so far. The State Government tried to ensure a minimum agreement between the representatives of the employers and the employees in respect of the go-slow procedure but with no fruitful result. Ultimately, the State Government, left to take their own decision in the matter, chose not to impose the scheme against the will of either party, and so scrapped the go-slow procedure.

6. The Government, however, trust that despite the scrapping of the go-slow procedure happy employer-employee relations will continue in the larger interests of the economic development and progress of the country.

B. P. SINGH,

*Secretary to the Government of Bihar,  
Labour Department.*

PATNA:  
The 7th May, 1959.

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